

**YAKAMA NATION HUMAN RESOURCES DEPARTMENT
JOB ANNOUNCEMENT**



Announcement # 2013-002 **Issue Date:** 01-14-13 **Closing Date:** 02-11-13

Upper Columbia Hatchery Complex Manager
YN Fisheries Resource Management-FRM
Department of Natural Resources
Hourly Wage: DOQ/Full-Time/Regular
Location: Peshastin, WA

The Upper Columbia Hatchery Manager (HCM) is responsible for the management, operations and maintenance of hatchery facilities associated with Mid-Columbia Coho Reintroduction and Multi-Species Acclimation projects in the Wenatchee and Methow rivers. The HCM's primary responsibility will be to manage fish production activities at multiple facilities including coho salmon broodstock collection at multiple trapping sites, coho broodstock holding and spawning at Leavenworth National Fish Hatchery and Winthrop National Fish Hatchery, coho incubation at Leavenworth Nations Fish Hatchery and the Peshastin Incubation Facility, overwinter acclimation and short term acclimation of coho, spring Chinook and /or steelhead in both conventional hatchery setting and transportation to and from rearing facilities to acclimation sites.

Knowledge, Skills and Abilities:

- Knowledge of the biology of anadromous Pacific salmonids sufficient to direct and coordinate a large intensive fish husbandry program.
- Knowledge of the methods, techniques, tools, and equipment of fish culture sufficient to direct a full fish production program from spawning through release.
- Knowledge of leading edge and or experimental fish culture concepts, approaches, and feeds and feeding regimes.
- Knowledge of fish pathology, disease diagnosis, and treatment, so as to enable the manager to monitor fish health and quality and when necessary to implement corrective measures in collaboration with fish health specialist.
- Ability to implement experimental methods in a unique reintroduction program, in collaboration with biologists.
- Knowledge and/or skill with regard to computer science including equipment, software and protocols.
- Knowledge and/or skill with regard to fish monitoring/measuring equipment and protocols.
- Knowledge and initiative to apply the principles of adaptive management.
- Knowledge and experience to apply the principles, practices and theories of management and public administration including optimum use of human and material resources, the principles of leadership, supervision, organization, administration, and budget preparation.
- Knowledge of and sensitivity to the Yakama Nation's culture, traditions, and values.
- Knowledge and understanding of the complex political relationships existing between tribal, state, and federal governments.
- Ability to implement fish production plans.
- Ability to develop, negotiate, and administer an annual operations and maintenance budget.
- Ability to plan, coordinate and implement the maintenance/rehabilitation program for the Complex.
- Ability to communicate effectively, both orally and in writing with Complex employee, scientist, tribal government personnel, state and federal agency personnel and the general public.
- Ability to resolve complex resource and/or public management issues.
- Ability to demonstrate sound judgment and an ability to apply management techniques and procedures in a wide variety of managerial disciplines.
- Ability to demonstrate strong organizational and communication skills.
- Ability to plan, direct, and coordinate the work of subordinates in a complex governmental organization.

General Recruiting Indicators:

- B.S. (or graduate degree) in Fisheries, marine Biology or other related fields AND four years of fish hatchery experience which includes fish hatchery management, operations, maintenance and supervision is required.
- Required to pass a pre-employment drug and alcohol test.
- Background check (if applicable).